

Together, for several years now, we have been striving to make our Public Works Department the best it can be.
 And, together, we have made much progress towards this goal.
 This updated Diversity Action Plan will serve as our map to keep us on the road to success.
Enjoy the journey!

Public Works

2005 -2006 Top Five Diversity Action Plan Goals

Mission: To make Tempe the best place to live, work, and play.

Values: People...Integrity...Respect...Openness...Creativity...Quality...Diversity

Goals	Action Items
1. Establish Positive and Open Relationships	<ul style="list-style-type: none"> ➤ Specifically training Supervisors on the importance of reaching out to new employees ➤ Minding our P's and Q's ➤ One on Ones ➤ Successful implementation of Performance Evaluations ➤ 360 Meetings ➤ Open Door Policy by all supervisors ➤ Field Visits ➤ Listen to all points of view
2. Promote Cross-training & Mentoring	<ul style="list-style-type: none"> ➤ Review vacancies for Temporary Assignment opportunities ➤ Develop job shadowing ➤ Develop and implement PW 101 training ➤ Encourage group interaction and networking with one another ➤ Encourage participation in TPDC ➤ Manager's review of training to ensure equity
3. Maintain Awareness of Appropriate and Legal Conduct	<ul style="list-style-type: none"> ➤ Bias awareness training ➤ Diverse hiring panels ➤ Encourage all employees to be trained in SOLVE ➤ Educate new employees on Diversity Action Plan ➤ Promote "Who's Your Neighbor" program ➤ Continue equitable hiring practices

4. Continue to promote the mission of Recruitment Outreach Committee (ROC)	➤ Define ROC mission statement
➤To encourage, promote and provide networking, employment and career advancement opportunities to increase diversity within the Tempe Public Works Department	
5. Be Inclusive	➤ Monthly 360 Meetings
	➤ Supervisor's Workshops
	➤ Effective communication